E.S.(c)

To Board under chairmanship of Waruhiu, 1964

I/134

MEMORANDUM BY STAFF SIDE OF THE CENTRAL JOINT COUNCIL TO THE BOARD OF ENQUIRY, ON GROUP 'B' SALARY SCALE'S.

(1) The East African Railways and Harbours employs over 49,000 staff throughout East Africa, and the number broken into salary groups is as follows:- (DETAILED TABLE ATTACHED AS APPENDIX 3).

Group 1-6(i.e. Superscales)	(125)	.3
Group 'A'	(128)	.3
Executive Division	(60)	.1
B. Division I Grades 1-V (over) Secretarial Div.	(222)	.4
Division II. Grades VI-VIII	(3725)	8.2
Division III " II-X-XI	(6702)	14.6
The rest of the staff who are about	(32,875)	71.6
being unskilled and semi-skilled staff	Total	100

in group 'C' and wages staff who number about 8,139.

(2) The Unions need not over-emphasize the importance to them of this Board of Inquiry. In the first place, it could mean the restoration of justice and the wiping away completely of the great force of discontent which now permeates the whole of E.A.R. & H. Administration. Secondly, it can frustrate the greatly exploited African people by their European partners and thereby close the door to ary rational and sensible dialogue between workers and management. The Unions consider that this may well be the last chance for the railway administration to abandon its colonial mentality and racial arrogance. We would like to emphasize the point that the proceedings of this inquiry is being watched very closely by our members who are now "rebelling" against the false belief that providence has created the African to be the menial of the white man. In fact, the African employees of the E.A.R.&H. believe very strongly that the E.A.C.S. Authority on the advice of European Management of the E.A.R. & H. took an

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extremely undesirable and retrograde step in setting-up the East African Railways and Harbours Commission 1962, under the Chairmanship of a German called Herr. Hans Harres. We shall argue our case below in greater detail, but for the moment we wish to point out to the Board that the Harres Commission, which has brought about the present difficulties, was designed specifically to benefit the European Staff. This position is eloquently demonstrated by the following recommendation made by Harres:-

"These rates should be applied to all new occupants of the posts concerned but expatriate staff should continue to be entitled to the present rates of pay and overseas allowance, etc., applicable to their present posts and to posts to which they may be promotted. " It is the Commission's view that the introduction of the new scales ought not to worsen the circumstances or future prospects of present expatriate staff."

This quotation is extremely pertinent and revealing. It shows very clearly whom the Harres Commission was intended to benefit. It would be interesting if the E.A.R. & H., could make available to the Board and the Unions its recommendations to the Harres Commission in order to find out whether or not this particular section and many other parts of the report were merely an endorsement of management's views! Moreover, when Harres made a recommendation in Chapter 2 of his report about "an early investigation by independent experts into the number of qualified technical staff required under present circumstances ------," this was not particularly endorsed by management in their Sessional Paper No.2 of 1963. In this paper they said: (See P.13).

"Independent experts are not necessarily independent or expert nor do they invariably provide a panacea to all ills, particularly if they have no experience of the East African Scene."

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By any intelligent reading of this passage one would wonder why then did the E.A.R. & H. Commission Harres to come to East Africa!? After all, he was a German who knew very little about East Africa, and from his report we now know that he was not impartial either. This shows that the E.A.R. & H. can do anything to suit the white skins but not the black ones, who in actual fact do most of the work while their white workers enjoy the fruits of their labour! The salary bill of the Railway was to be reduced, as Harres says, by reducing African salaries and increasing European emoluments and other fringe benefits.

In fact, we believe that for the Board of Inquiry to be successful in its work, it must find out the underlying factors which motivated the E.A.R. & H., to set-up the Harres Commission and gave the mandate to reduce African salaries. As far as the Unions are concerned, it was because the European expatriate staff, having lost their political domination over the African, wanted to continue their economic domination, which is now the worst form of colonialism which still lingers on in the railways! This they have done so cleverly that even some Africans in the Railways have not been able to see this. But they have done this at their own risk, because they have left Africans with the greatest determination to get rid of these obnoxious racial salary scales! Railway development is still run in the most colonial lines, with certain Europeans who have ideas which belong to the days when the railway first reached Kisumu in 1901 - the days when the Europeans ruled supreme in our countries. The Railway workers are determined to fight for their rights, come what may.

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In fact from the very beginning African Unions objected in the strongest possible terms to the setting up of the Harres Commission because they were not even consulted. We refused to accept the terms of reference of the Commission because they were crooked terms of reference which were likely to produce the most disastrous results for the African workers in the E.A.R. & H. But Harres could not know this because, as management has said, he did not have a deep knowledge of East African conditions. In particular we hated the terms of reference No.4, which said; "To examine and recommend on the most suitable salary structure for locally recruited personnel in terms of what the East African economy can afford." In our protest we said the following:-

"First of all, we wish to protest most strongly about the manner in which your Commission has been set up without prior consultation between the E.A.R. & H. and these Unions. Had we been consulted we would have suggested certain amendments to the terms of reference to which your Commission has been given and which in some respects we find extremely difficult to understand."

If we try to compare item IV of the terms of reference of the Harres Commission and item (b) of the terms of reference of the Flemming Commission we find that the latter was specifically charged with the duty to devise a salary structure for the local service which the East African countries and the E.A.R. & H. for that matter, would be capable of sustaining. It is clear, therefore, that the scales recommended by the Flemming Commission were in fact so devised that East African economy was capable of sustaining the cost of those scales and there was no immediate need to drastically cut those scales. They (Flemming Scales) were designed for locally recruited personnel. Why, then, was Harres commissioned to do the same thing? Why had he to go over the same ground? To us there is no other explanation except the one we have given above.

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The only logical explanation which we can think of is that this was a very clever trick of the European Manangement of the E.A.R. & H. the Flemming Scales having been introduced in 1961, before any of the E.A. Countries were independent, and within a very short period after the Constitutional changes in East Africa a Commission was appointed to reduce the scales so that the blame for much an action would fall on the Independent African Governments who may become unpopular with the African masses.

We would also like to point out that since management has clearly said in its Sessional Paper N o.2 of 1963, page 2 that no expert transport economist could be obtained, how could non-economists know what the E.A. economy could afford to pay? In fact this is useless argument which the Board should not even entertain.

Another point which your Commission should know is that in the past wherever this Union claimed higher salaries for Railway African Staff the reply which we always get from the Railway Management is that the Railway cannot pay higher salaries than the Governments or other employing organisations; and that in this respect Railway Management must follow the Government lead in fixing salaries. This being so, we suggest that your Commission should obtain explanation from the Railway Administration as to why this argument has now been abandoned by the Railways who has until now tried to lead Governments in fixing salaries. We think there is something very fishy about the whole affair and we feel also that if a new salary structure is in fact necessary, the Railway staff should not be singled out in this respect, but there should be a salaries Commission, not for the Railway alone, but for the three E.A. Countries as a whole.

We therefore suggested the following amendments to item (iv) of terms of reference of Harres Commission:-

"Ways and means of raising the salaries of the lowest paid African staff to a minimum of at least Shs.250/- a month."

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(3) Sirs, from the attached memorandum which we submitted to the Flemming Commission, you will see how critical Unions were, of the racial salary structure which was in existence then. Though Flemming recommended only one salary structure for all railway staff in East Africa, it did not meet with African staff aspirations. The African Staff position remained as before, although some meagre increases were awareded by Flemming.

The increases were made in the following manner:-

10% increase to basic salaries of Group 'A' Segments V to I and Executive A, B and C of Group 'B'.

7% increase to basic salary of group 'B' grades XI to VI.

Apart from these increases European officers on overseas terms (expatriates) had their salaries increased by 30% at the bottom of segment V of Group 'B' and 25% at the bottom of group 'A'.

As political indpendence was in the offing, the East African Governments negotiated immediately with the Colonial Office on the future of Her Majesity Civil Servants, who were going to remain in East Africa. It was virtually agreed that inducement pay will be borne by the British Government and that the East African Governments will share the cost of overseas passages and Education allowances at 50% basis.

(4) We must draw your attention to the fact that the Flemming Commission was appointed as a result of Labour unrest in the E.A.R. & H. which culminated in strikes throughout Kenya and Uganda in late 1959 and early 1960, in Tanganyika. As we have said above you will notice that the Flemming Commission was charged with the responsibilities of devising a salary structure for the local service which the E.A.R. & H. Administration could be capable of sustaining.

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We were surprised to see that a year later when Flemming recommendations had been implemented, another Commission under Harres Chairmanship was again charged with the same responsibilities as Flemming was.

(5) We must let your Board know that Harres Commission came to us as a surprise, because, we never advocated for it, and moreover we were never consulted by any one about its formation as we have already stated above. The only outstanding claims we were having with railway Management in 1962, when Harres came were (a) a minimum wage of Shs.250/- for group 'C' and (b) Africanization of the top key-policy formulating posts in the E.A.R. & H.

(Harres was only in East Africa for less than three months and all his recommendations reflected Railway Management's views submitted to his Commission. We would at this juncture request your Board to study thoroughly Railway Managements' submission to Harres Commission, as this alone will clear any shadow of doubt ir your minds that the Harres Report was merely a rubber stamp of the E.A.R. & H. Management's recommendations to the Commission.

(7) The hurry in which this Commission was appointed leaves alot to be suspected, because its terms of reference were so conflicting with those ones given to Africanization Commission, under Udoji's Chairmanship. For example, Harres third term of reference is also third on Udoji's Commission.

Please compare the two:-

Harres: "Existing Training schemes, and the extent, if any, to which they ought to be modified in order to achieve Africanization at all levels as rapidly as is consistent with the maintenance of essential standards."

Udoji: "To review the current training programmes and facilities both local and overseas provided by and for the various services of the East African Common

Services Organisation with the object of ascertaining whether adequate arrangements are in train for Africanizing the East African Common Services as soon as possible having due regard to the maintenance of standards of service."

In view of this confusion, staff side of the Central Joint Council rejected Harres recommendation in Council, in this way:-

"Regarding Chapter 3 of the Harres Report, the Staff Side stated that where the Harres and Udoji agreed, they accepted the recommendations of the Harres Report, where the two Reports disagreed, they rejected the Harres recommendations and accepted the Udoji recommendations.

The Staff Side considered that the Udoji Report gave a fuller and more complete appreciation of the training needs of the East African Railways and Harbours."

The reasons why we vehemently rejected the Harres Commission term of reference No.IV is that this had been dealt with in full by Flemming and there was no justification for same to be reviewed in less than two years period. The Unions were not consulted either.

This was the term of reference given to Harres and Flemming:-

Harres: "The most suitable salary structure for locally recruited personnel in terms of what the East African Economy can afford."

Flemming: "To inquire into the conditions of service, including remuneration of the public services of the East African High Commission and to make recommendations having regard to -

(a) the need to offer terms of service sufficient to attract and retain overseas staff;

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(b) The need to devise salary structures for the local service which the Territories and Administrations will be financially cable of sustaining; and

(c) Special position of the High Commission and the centrally administered services".

(8) Contentious arguments by Railway Management on this subject has been that Railways pays more than the East African Governments. The fact is that Railway salaries have always been higher, and all Commissioners who have enquired into salaries in the past have maintained that East African Railways and Harbours salaries must remain above those applicable to the East African Governemts. This has been because of the nature of jobs found in other organisations.

In the Government of Kenya, though Pratt raised the subordinates minimum to Shs.200/- a month, graded staff did not suffer any reduction in pay, whereas in railways salaries points at the top were drastically cut, yet minimum wages remained unchanged. Pratt also increased bottom of scale 'A' from £798 per annum to £804 per annum.

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(9) There was no justification for reducing the group 'B' salary points to the present extent - they must have been wrongly converted. The following figures show percentages of reduction in most grades (Except Grades XI and X which had 18% and 5% increases at the minima:-

GRADE	MAX/MIN.	SALARY OLD	NEW	REDUCTION	REDUCTION
		£	£	in £	%
Exec. Div. 'A'	Max.	1551	1500	51	.3
" " 'B'	"	1437	1350	87	.6
" " 'C'	"	1326	1200	126	.9
Grade I	"	1224	1110	114	.9
" I	Min.	1179	1065	114	.9
" II	Max.	1104	1020	84	.8
" II	Min.	1026	975	51	.5
" III	Max.	966	903	63	.7
" III	Mir.	876	785	90	10
" IV	Max.	816	726	90	11
" IV	Min.	726	618	108	14
" V	Max.	681	582	99	14
" V	Min.	609	510	99	16
" VI	Max.	573	474	99	17
" VII	Max.	480	430	30	.6
" VII	Min.	396	402		.1½
" VIII	Max.	369	366	3	.1
" VIII	Min.	309	294		
" IX	Max.	297	270	27	.9
" IX	Min.	252	246		

From the above figures you will see that:-

a) The reduction was not uniform.

b) It ranges from 1-17 per cent.

c) It averages at 8%.

d) The haviest reductions were in the middle grades, i.e. Grade VI-III.

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"This drastic reduction is totally unjustified because it is widely accepted that Africans are the poorest people in terms of total emoluments and standards of living. It is therefore unheard of that they are the people whose salaries should be reduced and thereof the Europeans increased! Why should the Africans be exploited in this way by European expatriates? Why should the Africans continue to suffer in this way in their own motherland, especially after the political independence. Why should the African workers accept other races to have economic domination over them? It may be that the Harres Commission was aiming at fulfilling the old biblical saying that "those who have shall be added, and . . . those who have not, even the little they have . . . shall be taken away from them."

(10) The following figures, have been taken from the Kenya Government "Economic Survey" 1964, and they show how the cost of living Index in Nairobi, and I believe this can be said to reflect a general feature in the principal towns in East Africa - has been rising since 1960, taking August 1939 as the base (100):-

YEAR	FOOD, DRINK & TSBACCO	CLOTHING AND FOOTWEAR	HOUSES HOLD	DOMESTIC SERVANTS WAGE	ESSENTIAL CONSUMER GROUPS. TRANSPORT	PHARMACEUT-ICAL PRODUCE	AMUSEMENTS	PAPERS AND PERIODICALS	MISCELLANEOUS	INDEX.
1960.Dec.	296	272	263	447	222	161	186	186	273	292
1961.Dec.	303	274	265	372	228	166	189	183	273	299
1962.Dec.	304	274	266	479	227	166	190	206	273	301
1963.Dec.	319	280	268	511	250	138	197	206	297	317
1964.Apr.	329	281	266	512	251	192	198	206	297	321

Thus where there has been a steady cost of living Index rise of 3% it is most unfair to cut down salaries by more than 8%.

(11) The present salaries are most unattractive to people outside Railways. This year alone, the E.A.R. & H. failed totally to recruit from Makerere and some other Universities. Let railways tell your Board how many new officers they recruited from Makerere for Commercial/Operating Departments, Stores Department and Accounts Department, leave alone Engineering Departments. As for Stenographers, Railways lost the best they had due to the superior salaries offered by Governments and other E.A.C.S.O. services. In fact Management were so concerned by the shortfall of Stenographers, that their salaries were increased this year (1.5.64) Steno.IV by 11% Steno.III by 7%; Steno.II by 10%; Steno.I by 20%. Personal Secretary II by 10%; Personal Secretary I by 8% an average rise of 13%.

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These increases to secretarial staff were done behind the Union's back, without following the negotiation procedure between Unions and Managements.

On page one of this paper you will see that overseas staff in superscales, group 'A' Executive Division, and those in Division II and I above, (Expatriates) remained on the old salary scales another perpetuation of racial salary structure which Flemming did away with. If the East African Economy cannot afford higher salary scales for localy recruited officers why does the E.A.R. & H. maintain old salary scales for expatriates, surely they cannot be kept here at the expense of the local officers.

Harres Commission like any other Commissions during Colonial days was only out to benefit the minority racial groups still holding better posts in the E.A.R. & H.

(12) To prove him wrong totally, look at page 50 of his report:-

"Minimum Shs. per month	Annual cost salaries only. £ per annum.
120	71,000
130	173,2000
140	284,200
150.	412,000.

The figures given above are salary costs only, they do not allow for increases in cost of 'frings' benefits".

Without any hestation, we bluntly say that the above figures are fictitious and are aimed at misleading both the public and railway workers. According to Harres a Minimum Wage of 150/- per month would have cost E.A.R. & H. £412,000 per annum, whereas the recent salary rise to group 'C' staff ranging from 140/50 rural areas to 175/- per month in big Urban towns, is only costing Railways £250,000 per annum and every staff in group 'C' is to get a salary rise of not less than 5/- per month. We therefore reject Harges statistical argument as they are misleading and incorrect. They are purely designed to

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to frighten the Ministerial Communications Committee. In fact, your Board will find that the Railway Management, with their present colonial minded expatriate Civil Servants, are very clever at this sort of game. What they will do in their submission to you is perhaps to give a very highly inflated figure as representing what it would cost them if we were to revert to the Flemming scales. But this tactic will not fool anybody this time. When it comes to European salaries, they try to hide the figures but when Africans are involved, they are very quick to produce artificially inflated figures.

(13) LEAVE:

GROUP 'B' STAFF AND ABOVE.

OLD

Under	£ 127		per annum	17 days
"	£ 127	-	£308	21 "
"	£ 309	-	£395	24 "
"	£ 396	-	£608	30 "
"	£ 609	-	£999	34 "
"	£ 999	per annum and over		42 "

NEW.

a)	Up to and including £293 p.a.		21 days
b)	£ 294 - £509 p.a.		24 "
c)	£ 510 - £785 "		27 "
	£ 785 and above.		30 "

From the above table you will see that whereas formerly Group 'B' and above used to enjoy generous earned leave, this was drastically reduced by Harres without any justification at all, if salary scales remained as before we would have not attached alot of importance on the cut.. You should note that governments have not done this. It is only the E.A.R. & H. From experienced, we know too well that workers might sacrifice more earned leave per year to be reduced, if they have given more money in their salary packets.. We have never witnessed incidents where salaries as well as earned leave are so drastically reduced.

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Here again expatriate officers still enjoy more leave than locaLy recruited officers. Thus maintaining their status quo as compared with local officers.

14. ACTING ALLOWANCE:

Harres recommended that:-

"We recommend that the payment of acting allowances for all posts in Group 'A' and the superscales should be abolished. With regard to Group 'B' we recommend that acting allowance should be paid in respect of all posts including those of artisans, that the qualifying period should in all cases be thirty days irrespective of the relationship between the employee's substantive grade and the grade in which he acts, and the grade in which he acts, and that once the employee is qualified, the allowance should be paid from the first day he assumed the acting appointment. With regard to group 'C' we recommend again that all employees acting in a higher graded Group 'C' post shculd be eligible for acting allowances, that the qualifying period should be fourteen days, and that, again once the employees has qualified, the allowance should be back-dated to the first date of acting in the higher graded post."

Despite this only sensible recommendation by Harres, group 'B' artizans from grade XI - VII. (Former do not get any acting allowance at all, arguments presented by Management when refusing to comply with this recommendation are very flimsy, it is baseless for grade XI artizan to carry out full duties of a graded higher than his to be refused acting allowance that such payments are not operational in British Railways, it has become a common practice of the E.A.R. & H. to compare itself with when circumstances of some firms suits it. We strongly object to further non-payment of acting allowance to artizans.

PART II.

In the 4th Meeting of the Central Joint Council which met in Nairobi on June 25th to July 12th 1962, Minutes No.36/63" East African Railways and Harbours Commission 1962 refers. The General Manager's address to the Council attached as appendix (I) Staff Side reply to the address is attached as attached as appendix (2).

From the foregoing you will notice that staff side never negotiated with Management fully on group 'B' and above salary structure on the understanding that consultations and negotiations between Management and Unions were to take place when the White Paper was out. Unfortunately when the White paper was published, it forbade the issue to be discussed up to a period of one year i.e. at the end of June, 1964.

At the same time, we were promised that there was going to be a Job Evaluation Committee Chaired by an Independent Chairman coming from outside railway services. For your information this Committee has never materialised and members of staff have now chosen to forget all about. This decision by Unions was conveyed to Management, June this year in Dar es Salaam.

The reasons why this Committee has been rejected is that the Committee will not improve the present grading structure at all. Its main function now, is to down grade as many posts as it can as and when African Officers take over from the Expatriate Staff. For example, many stations throughout the system have been down graded on the lame excuse that earnings in those stations have declined, yet we have never heard of posts of district officers being affected becaus of decline in earnings in their districts. We would like to see down grading applied to all Posts in a district where earnings have diclined.

The Officers incharge of the Job Evaluation exercise, are those unable to get jobs in their motherland, so the then General Manager, and the present Chief Administrative Secretary created posts for them. These Officers are qualified neither for this job nor for any other job in the E.A.R. & H.

Their rention is useless and uneconomic.

There is certain philosophy in the E.A.R. & H. which says that Railways cannot afford to satisfy African claims but funds can always be found to pay huge salaries to Europeans. Moreover the Europeans are the people who formulated the salary structures perhaps with a hope that they would remain in these countries for a very long time to come. Now that things have worked contrary to their wishes, they want to destroy all they have built before they go.

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There is still a habit of creating jobs for Europeans even now, when everything possible should be done to avoid wastage in the E.A.R. & H. Many European Officers are of no use to the Administration yet they are retained in posts which are superfuluous. This is another reason why Railways, is operating under deficit but nobody seems interested in the true causes that have brought deficit in the Railways.

As you are aware that our claim has been outstanding for years and in order that your Board is fully acquainted with the claim, we are enclosing appendices 4,5,6 and 7 for your careful study and consideration.

4. Note by Management on the claims submitted by the staff side of the Central Joint Council for wages and salary increases.

5. Memorandum on the subject of salaries and conditions of service of Railway African workers of the E.A.R. & H. submitted to the Commission,1962.

6. Memorandum of the subject of salaries and conditions of service of African staff of the East African Railways and Harbours, Kenya 1960.

7. Memorandum of the Railway African staff Union apropos service conditions for African employees of the East African Railways and Harbours,1953.

APPENDIX I

STATEMENT BY THE GENERAL MANAGER
EAST AFRICAN RAILWAYS AND HARBOURS TO
THE CENTRAL JOINT COUNCIL AT A MEETING TO BE
HELD IN NAIROBI ON TUESDAY, 25TH JUNE, 1963.

I am grateful to Mr. Muchura for agreeing to my speaking to you briefly this morning on the subject of the E.A.R. & H. or Harres Commission Report, 1962. Perhaps I should make it clear that I do so principally in my capacity as executive Officer of the Ministerial Communications Committee (Railways & Harbours).

2. As you know, it was the East African Common Service Authority, on the Advice of the Ministerial Communications Committee, who appointed the Harres Commission. And the appointment of the Commission and its terms of reference fulfilled, in some ways, things for which the staff side had been asking for some time.

3. The Authority have now asked that a White Paper be prepared on the Harres Commission Report so that the Report and the White Paper may be considered by Central Legislative Assembly at its next meeting to be held in August of this year.

4. To enable the White Paper to be prepared the Ministerial Communications Committee wish to have the views of Management on the one part and of the Unions and Associations on the other. I am,therefore, to suggest that this purpose be borne in mind in your discussions on the Harres Commission Report. It would seem helpful to the Ministers, and in turn to the Authority, if we could indicate (i) those recommendations in the Report with which we both agree and, (ii), those recommendations with which we both disagree and the extent of any common disagreement. Where we disagree with each other,which I hope will not be on many issues, it would seem that two courses are open-viz: either to submit memoranda direct to the Ministerial Communications Committee or, following discussions in Central Joint Council, to prepare a statement to be agreed between us and then send it to the Ministers.

5. I have to make it quite clear that the Authority having appointed a Commission to investigate and report, the report itself is a Communication to the Authority and is not, therefore, a matter on which negotiation at this stagecan take place between us. The report is still, as it were, sub judice until such time as it has been considered by the Central Legislative Assembly and by the Authority. It is only open to us to express our views for the information of the Ministers who will be responsible to the Authority for the preparation of the White Paper.

6. It may well be that the staff side does not agree with some of the recommendations. Management also has its reservations. I have read in newspapers that various Unions have indicated their opposition to the recommendations in respect of minimum wages. Be this as it may, you will appreciate from what I have said that the present situation is not one which allows us to start negotiations. The report of the Commission has first to be placed before and debated by Central Legislative Assembly; and it is proposed that this should be done with all possible speed. What the outcome of the debate in Central Legislative Assembly will be can, of course, only be a matter for conjecture at this time.

7. I am making this announcement with the full concent of the Authority in order to remove any confusion there maybe as to what has happened and as to what procedure is open to both sides at this stage.

I am not ...../2.

I am not commenting on the merits or otherwise of any views or calims which the staff side may think they may have; I am merely indicating the only way in which it is now proper for us to proceed. I trust, therefore, that the good sense and mutual understanding which has so far been a feature of Central Joint Council will prevail in the important discussions which are now to take place.

Signed: G. Mackay

Appendix 2

I. The staff side of the Central Joint Council note the views of Management, which appear to have been expressed with the full consent of the Authority, as to the only procedure which can properly be followed on the Harres Commission Report, i.e. that he recommendations cannot be the subject of negotiation until the Report has been fully considered by the Central Legislative Assembly and by the Authority.

2. The staff side of the Central Joint Council wish, however, to draw attention to the serious implications of this view. If the Harres Commission Report is to be the subject of a White Paper, fully debated in Assembly and subject to approval by way of vote in the Assembly, the existing negotiation machinery shall be nullified. Whatever the legal position may be, if for instance the assembly approves by way of vote the recommendations of the Commission, with or without such modifications as have been suggested by the White Paper, the Unions will be vitually bound by this expression of the views of the Government and further negotiations will be at a standstill.

3. The Industrial Relations Machinery of the E.A.R. & H.-approved by Management and staff alike lays down that"all alterations to salaries and to terms and conditions of service of the staff shall be the subject of prior notification, consultation and negotiation with the Unions concerned". The Harres Commission deals with these matters but this machinery must not be by-passed if sound industrial relations are to be maintained and developed.

4. The staff side cannot therefore accept that negotiations on the many subjects which form part of the recommendations of the Commission affecting the welfare of their members can be postponed until the Report and White Paper have been debated and a decision made by Central Legislative Assembly. At the same time the Staff side are quite prepared to co-operate fully in the preparation of a memorandum submitting both the views of the Management and of the Unions to the Authority but will wish in particular to put forward the views expressed above as to the importance of not by-passing the existing negotiating machinery.

5. Since the General Manager's statement has been made with the full consent of the Authority, it is requested that this statement of the staff side should also be brought fully to the attention of the Authority.

APPENDIX B.

STATEMENT OF STAFF IN POSTS IN GROUP 'B' AND ABOVE ON 1ST JULY, 1964

	Establishment	Total staff in post	ANALYSIS OF STAFF IN POST											
			Designated	Non-Designated officers on overseas leave terms		OTHER								
				European	Asian	European	Asian	AFRICAN (NOTE 1)						
								Kenya	Uganda	Tanganyika	Other	Total	% of (m) to (b)	
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(j)	(k)	(l)	(m)	(n)	
Superscale	133	126	114			1	1	8		2		10	8.	
Group 'A'	134	114	83		4 *	4	6	10	4	3		17	15	
Group 'B'(Exec.Div.)	60	52	49		1*	2								
Group 'B' (Div.I)	2265	2018	370	21*	640 *	64	153	529	62	141	38	770	39	
Group 'B' (Div. II)	4015	3717			652*	4	536	1514	316	625	70	2525	68	
Group 'B' (Div.III)	7141	7161			*		67	4281	551	2102	160	7094	98	
Cadets	31	26				3	2	11	1	9		21	81	
Secretarial and Telephonists	233	230		11*	5*	60	119	25	1	8	1	35	15	
TOTAL	14012	13444	616	32*	1302*	138	884	6378	935	2890	269	10472	78	

* NB. Officers on the old Flemming Scales.

EAR&H: Memo by Staff Side of the Central Joint Council to the Board of Enquiry on Group B Salary Scales. 1964. TS Papers of African Trade Unions: East African Railways and Harbours (EAR&H) Box 1 B4. Nuffield College Library, Oxford University. Decolonization: Politics and Independence in Former Colonial and Commonwealth Territories, link.gale.com/apps/doc/DXMXIW141317877/DPIT?u=webdemo&sid=bookmark-DPIT&xid=cc575aac&pg=1. Accessed 4 Dec. 2022.